



DEPARTMENT OF THE ARMY
HEADQUARTERS, I CORPS AND FORT LEWIS
BOX 339500
FORT LEWIS, WASHINGTON 98433-9500

REPLY TO
ATTENTION OF:

AFZH-CSE

POLICY STATEMENT #4

*FL PS #4

1 0 DEC 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy on Equal Opportunity (EO) Complaint Procedures


1. Intent. To sustain effective units by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men, women, and civilians of America's Corps. The chain of command is the responsible agent for developing and sustaining a healthy EO climate. Additionally, I encourage soldiers, family members and civilian employees who believe they have been discriminated against to use the chain of command to resolve issues at the lowest level.
2. I hold commanders, leaders, and supervisors responsible for addressing policies, procedures, and practices that intentionally or unintentionally contribute to unlawful discrimination based on race, color, religion, gender, or national origin. Each command is held accountable for communicating all aspects of complaint processing procedures to its personnel.
3. As leaders, we are obligated to address and correct discriminatory concerns in a rapid, objective, and impartial manner. Members of the chain of command receiving EO complaints will adhere to procedures outlined in AR 600-20, paragraph 6-8 and Appendix E, to manage the complaint. Your brigade/group Equal Opportunity Advisor, the Equal Opportunity Staff Office, and other staff agencies are available to assist the command with EO or related issues.
4. The Equal Opportunity complaint processing system addresses complaints that allege unlawful discrimination or unfair treatment on the basis of race, color, religion, gender, national origin and sexual harassment. Attempts should always be made to solve the problem at the lowest possible level within an organization. Complaints by civilian personnel alleging discrimination should be handled in accordance with the procedures contained in AR 690-600.
5. The chain of command shall ensure complainants are protected from acts or threats of reprisal for filing equal opportunity complaints. Should soldiers be threatened with such an act, or should an act of reprisal occur, they must immediately report these circumstances to the Inspector General at 253-967-5181. The complainant will have free access to the Inspector General, Equal Opportunity Staff, Staff Judge Advocate, Chaplain, and Provost Marshal. A twenty-four hour EO/Sexual Harassment Hotline is available at 253- 967-1970.

*This policy statement supersedes FL PS #4 dtd 30 Nov 99

AFZH-CSE

SUBJECT: Commander's Policy on Equal Opportunity (EO) Complaint Procedures

6. This policy statement will be posted on all official bulletin boards.



EDWARD SORIANO
Lieutenant General, USA
Commanding

DISTRIBUTION:

A, B, C, D, G